

The Defense Acquisition University

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CHAPTER 1



The Defense Acquisition University

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Authorized by Title 10, United States Code 1746, and chartered by DoD Directive 5000.57, the Defense Acquisition University (DAU) was established on 1 August 1992. Its mission is to provide practitioner training, career management, and services to enable the DoD Acquisition, Technology, and Logistics (AT&L) community to make smart business decisions and deliver timely and affordable capabilities to the warfighter.

Using the AT&L Performance Learning Model (PLM) as a template, the University coordinates education and training programs to meet the career-long training requirements of more than 134,000 DoD AT&L personnel. DAU provides a full range of basic, intermediate, and advanced curriculum training, as well as assignment-specific and continuous learning courses to support the career goals and professional development of the DoD AT&L workforce. But DAU's role does not end when a student leaves the classroom. The University also fosters professional development through performance support, rapid deployment training on emerging acquisition initiatives, online knowledge sharing tools, and continuous learning modules. This Catalog provides information on all of these areas as well as DAU's other products and services, such as strategic partnerships, publications, and research in areas related to acquisition functions.

Each DoD AT&L functional area is represented by a Functional Integrated Product Team (FIPT), composed of senior-level officials of the DoD components and led by Functional Advisors. These teams advise the Under Secretary of Defense (Acquisition, Technology and Logistics) (USD(AT&L)) on career development issues and recommend mandatory training, education, and experience required for their respective functional areas. DAU Program Directors work in conjunction with the FIPTs to identify performance outcomes for various career levels and incorporate them into DAU courses. The military services and Defense Agencies assist in managing the accession, training and education, and career development of their respective DoD AT&L workforce members.

The Chief Executive Officer of the University is the President, who reports to the Director, Defense Procurement and Acquisition Policy (DPAP). The President serves as the Chief Learning Officer for the USD(AT&L). A Board of Visitors—individuals selected for their preeminence in academia, business, and industry—advises the USD(AT&L) and the DAU President on matters such as organizational management, curricula, methods of instruction, and facilities.



DAU Leadership



Mr. Frank J. Anderson, Jr.
President



Dr. James McMichael
Vice President



Col. Mary Kringer, USAF
Commandant



Mr. Garry Shafovaloff
Director, Acquisition Workforce
& Career Management



Mr. Mark Whiteside
Director, Performance &
Resource Management



Mr. Joseph Johnson
Director, Planning, Policy,
& Leadership Support



Ms. Meg Hogan
Human Capital Management
Advisor



COL Ronald Hayne, USA
Director, Operations Support
Group



Mr. William Erie
Director, Curricula Development
& Support Center



Dr. J. Robert Ainsley
Director, E-Learning &
Technologies Center



Dr. Craig Lush
Director, Library & Knowledge
Repository



Ms. Michele Parchman
General Counsel



Mr. Paul McMahon
Pentagon Liaison



Rear Admiral Leonard Vincent,
USN (Ret)
Industry Chair



Mr. Andy Zaleski
Dean, West Region



Mr. Travis Stewart
Dean, Midwest Region



Mr. James. L. McCullough II
Dean, South Region



Ms. Barbara Smith
Dean, Mid-Atlantic Region



Mr. Tim Shannon
Dean, Capital & Northeast
Region



Mr. David Fitch
Dean, DSMC – School of
Program Managers

Workforce Management

Each DoD Acquisition, Technology, and Logistics (AT&L) functional area is represented by a Functional Integrated Product Team, which is led by a Functional Advisor. These teams advise the Under Secretary of Defense (Acquisition, Technology and Logistics) (USD(AT&L)) on career development issues and identify training, education, and experience requirements for their respective functional areas.

Acquisition Management



Mr. Kevin Carroll
PEO, Enterprise Information Systems

Auditing



Mr. William H. Reed
Director, Defense Contract Audit Agency

Business, Cost Estimating, & Financial Management



Dr. Nancy L. Spruill
Director, Acquisition Resources and Analysis, OUSD(AT&L)

Facilities Engineering



Dr. Get W. Moy, P.E.
Director, Installation Requirements and Mgmt. ODUSD (Installations & Environment)

Functional Advisors

Information Technology



Mr. Ray Boyd
Acting Director, Commercial Policies and Oversight, Office of the Deputy CIO, OASD(NII)

Logistics



Mr. James Hall
Assistant Deputy Under Secretary of Defense (Logistics Plans & Programs)

Procurement & Contracting/Gov't. Property



Mr. Shay Assad
Director, Defense Procurement and Acquisition Policy

Science & Technology



Mr. Alan Shaffer
Director, Plans and Programs, DDR&E

Technical Management



Mr. Mark Schaeffer
Director, Systems Engineering, OUSD(AT&L)

Directors, Acquisition Career Management, assist in managing the accession, training and education, and career development of their respective Components' AT&L workforce.



LTG Joseph L. Yakovac, Jr., USA
Army DACM



Ms. Carolyn Willis
Navy DACM



Mr. Blaise Durante
Air Force DACM



Mr. Garry Shafovaloff
DoD DACM

Directors, Acquisition Career Management (DACMs)

DAU Board of Visitors

The DAU Board of Visitors—individuals selected for their preeminence in academia, business, and industry—advises the USD(AT&L) and the DAU President on matters such as organizational management, curricula, methods of instruction, and facilities.



GEN William G.T. Tuttle, Jr.,
USA (Ret)
Chairperson



Mr. David Berteau
Dir, Clark & Weinstock, and
Adjunct Professor, Syracuse Univ



Dr. Priscilla H. Douglas
President, PHDouglass &
Associates



Mr. Nicholas W. Kuzemka
VP, Program Management,
Lockheed Martin



Ms. Sara B. Mills
President, S. Mills and
Associates



Maj Gen John F. Phillips,
USAF (Ret)
Pres, Phillips Defense
Consultants



Gen Bernard P. Randolph,
USAF (Ret)
Consultant



Mr. Carl Salzano
VP, Booz Allen Hamilton



Mr. James L. Sanford
Corporate VP and Treasurer,
Northrop Grumman



Rear Admiral Michael Sharp,
USN (Ret), Senior Director,
ASP Program Manager,
Raytheon Company



Rear Admiral Leonard Vincent,
USN (Ret)
Industry Advisor, National
Defense Industrial Association



Mr. John C. Wilson, Jr.
President, BizDynamics, LLC

What's New at DAU

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DAU Ranked First in Leadership Development

In 2005, DAU was ranked first in Leadership Development in the government and military category by Executive Excellence Publishing, a leading source of knowledge on personal and organizational leadership development.

Leadership consultants who make "The Excellence 100" possess a rare combination of substance and presentation style, inspiring action and real-world performance and working tirelessly towards implementing change. Awardees excel in the areas of credibility, relevance, originality, practicality, ideas, presentation style, and their guru score (the influence of their work).



DAU Wins ASTD BEST Award



Each year the American Society of Training and Development (ASTD) presents its prestigious **BEST** awards to recognize organizations that demonstrate enterprise-wide success or achievement as a result of employee learning and development. **BEST** is an acronym for **B**uilding talent, **E**nterprise-wide, **S**upported by the organization's leaders, fostering a **T**horough learning culture.

Eighty-four private- and public-sector organizations from nine countries competed for distinction as the **BEST**. After a panel of learning and development experts judged the entries, 24 organizations earned the 2004 **BEST** distinction for their ability to apply learning as a strategic goal and championing a learning culture.

DAU was awarded 1st Place among these top 24 organizations. The University's success in this rigorous competition with leading corporations is eloquent testimony to the dedication, technical excellence, and proven results of our faculty and staff in serving the DoD AT&L Community.

AT&L Workforce Development Award

DAU was selected by the Under Secretary of Defense (Acquisition, Technology, and Logistics) (USD(AT&L)) to manage the AT&L Workforce Development Award program. The award recognizes organizations that are achieving excellence in learning and development for their employees. In addition to recognition, the award program serves to identify best practices for other USD(AT&L) organizations to adopt. Applications are evaluated for their scope and innovation in implementing the organizational approach, including mentoring, continuous learning, career counseling, job rotation, shadowing, executive coaching, leadership development, and succession planning.



Award winners are recognized on the DAU Web site at <http://www.dau.mil> where more information about the award and the nomination process is available.

Apply Professional Association Certifications toward DAWIA Requirements

For many years, DAU has maintained equivalency status with numerous colleges, universities, Service schools, and commercial training providers. When another learning institution's course is "equivalent" to a DAU course, it means credit earned for taking that course can be applied toward the training requirements for DAWIA certification, in place of the equivalent DAU course.

In 2004, DAU began establishing similar equivalencies with professional associations' certificate programs. You will note in Appendix C that professional certifications from associations such as the Project Management Institute and the International Society of Logistics can now be applied toward the training requirements for DAWIA certification. The experience and education requirements must still be met at all levels of DAWIA certification.

More of these equivalencies are in review now and will be posted to the online Catalog (<http://www.dau.mil/catalog>) as they are made available.

Engaging the Learner

At DAU we know that engaged learners are motivated knowledge seekers, passionate about learning, and energized by it. They experience learning by:

- evaluating rather than merely absorbing information;
- solving problems;
- building their own mental models;
- taking responsibility for their learning;
- doing most of the work; and
- controlling the learning process.

The engaged learner knows where to look for knowledge and how to use that knowledge to solve problems creatively. The Performance Learning Model (see page viii of this Catalog) facilitates a wider reach to engaged learners, providing necessary job tools and learning opportunities at the point of need.

Training. We are moving toward shorter, hard-hitting DAWIA courses focusing on core information; more assignment-specific and tailored courses; and shorter, modular executive training; all with improved use of in-class and online interactive and business simulations.

Performance Support. Our consulting efforts will target action learning outcomes, and targeted training itself will include on-the-job tutoring and business simulations.

Continuous Learning. Our CL site is emphasizing interactive modules and workflow learning events (where work and learning merge).

Knowledge Sharing. Our Knowledge Sharing systems will ensure continuous connectivity between students and all DAU learning assets—before, during, and after training, so they stay engaged both as learners and on the job.

Defense Acquisition Guidebook

The *Defense Acquisition Guidebook* at <http://akss.dau.mil/dag/> provides members of the acquisition community and our industry partners an interactive online reference to policy, discretionary best practices, and lessons learned. The user can select from three views to meet his or her needs:

- The Document View reads page-by-page like a book.
- The Lifecycle Framework View provides statutory and regulatory requirements and related best practices for each milestone and acquisition phase.
- The Functional/Topic View includes comprehensive discussions of key acquisition topics.

You are encouraged to review the embedded tutorial, which provides more detailed discussion of Guidebook capabilities. To maximize the utility of this system, we recommend you use a computer that has Internet Explorer 6.x or higher at a resolution of 1024 x 768 or higher with JavaScript enabled. The hardware requirement is the same as that necessary to support Internet Explorer 6.

Continuous Learning Module on Ethics

In October 2004, the USD(AT&L) issued a memo to the DoD AT&L workforce citing the importance of integrity as part of the way we (DoD) do business. To emphasize the need for a clear understanding of ethics in government, especially the acquisition-related fields, he directed the entire AT&L workforce to take a refresher course in ethics. In response, DAU created and hosts the "Ethics Training for Acquisition, Technology, and Logistics" continuous learning module on the Continuous Learning Center (CLC) Web site. Please visit <http://clc.dau.mil> to participate in this very important training.